

HOUSE BILL No. 2069

By Representative Sloan

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AN ACT concerning state officers and employees; relating to compensation and related personnel policies.

Be it enacted by the Legislature of the State of Kansas:

Section 1. (a) During the fiscal year ending June 30, 2002, and in accordance with this section, the secretary of administration shall develop and recommend to the governor at least four, but no more than six, separate pay rate schedules as part of the pay plan for the classified service under the Kansas civil service act. These pay rate schedules shall be developed by the secretary of administration in consultation with agency heads and the director of personnel services and shall be in addition to the pay rate schedules under the pay plan of biweekly pay rates and hourly pay rates adopted under other law.

(b) The secretary of administration shall develop and adopt a separate pay rate schedule for each of the following:

(1) Public safety positions, which shall include, but not be limited to, positions in state agencies which are assigned jobs which have primarily public safety powers, duties and functions and which involve more than minimal risk of personal injury, including, but not limited to, the jobs of law enforcement officers, as defined by K.S.A. 74-5602 and amendments thereto, adult and juvenile correctional officers of state adult or juvenile correctional institutions, and other jobs that have law enforcement authority;

(2) field staff positions, which shall include, but not be limited to, the positions at state institutions and other state agencies performing social, rehabilitation, health, environmental and other services, including the construction or maintenance of highways and other public improvements, that have regular and direct contact with members of the public and that are not determined to be public safety positions, professional and technical positions or administrative staff positions;

(3) professional and technical positions, which shall include, but not be limited to, the positions in state agencies which are assigned jobs requiring professional or highly technical education or training, including those requiring professional or occupational licensure, registration or certification, and shall include, but not be limited to, highly trained labora-

1 tory technicians, engineers, architects and attorneys; and

2 (4) administrative staff positions, which shall include, but not be lim-
3 ited to, those positions in state agencies that provide support services and
4 regularly have minimal direct contact with members of the public and
5 that are not determined to be public safety positions, field staff positions
6 or professional and technical positions.

7 (c) The additional pay rate schedules shall be designed to provide
8 additional managerial flexibility, appropriate pay rates for job classes
9 which are not effectively provided for under the existing pay rate sched-
10 ules, and effective incentives for recruiting and retention of state officers
11 and employees for the affected job classes, including factors for state and
12 local labor market conditions and changes in the cost of living. The ad-
13 ditional pay rate schedules shall be developed after surveys and analysis
14 of the differing levels of skill, knowledge and education or training, levels
15 of responsibility and independent decision-making ability, levels of per-
16 sonal risk, and levels of public service performed for the affected job
17 classes.

18 (d) The additional pay rate schedules shall be submitted to the gov-
19 ernor for review and approval prior to July 1, 2002, and shall be adopted
20 as modifications to the pay plan for the classified service under the Kansas
21 civil service act as provided under K.S.A. 75-2938 and amendments
22 thereto, and shall be subject to modification and approval as provided
23 under such statute and to any enactment of the legislature applicable
24 thereto. The additional pay rate schedules shall be implemented and ad-
25 ministered so that no state officer or employee shall be assigned to one
26 of the additional pay rate schedules adopted under this section at a base
27 pay rate that is less than the aggregate of the base pay rate in effect for
28 the officer or employee prior to being assigned to such new pay rate
29 schedule and the base pay rate equivalent of the amount of any longevity
30 bonus payment under K.S.A. 75-5541 and amendments thereto that the
31 employee received during the preceding fiscal year.

32 Sec. 2. This act shall take effect and be in force from and after its
33 publication in the statute book.

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